



NEBRASKA
SCHOOL
COUNSELOR
ASSOCIATION

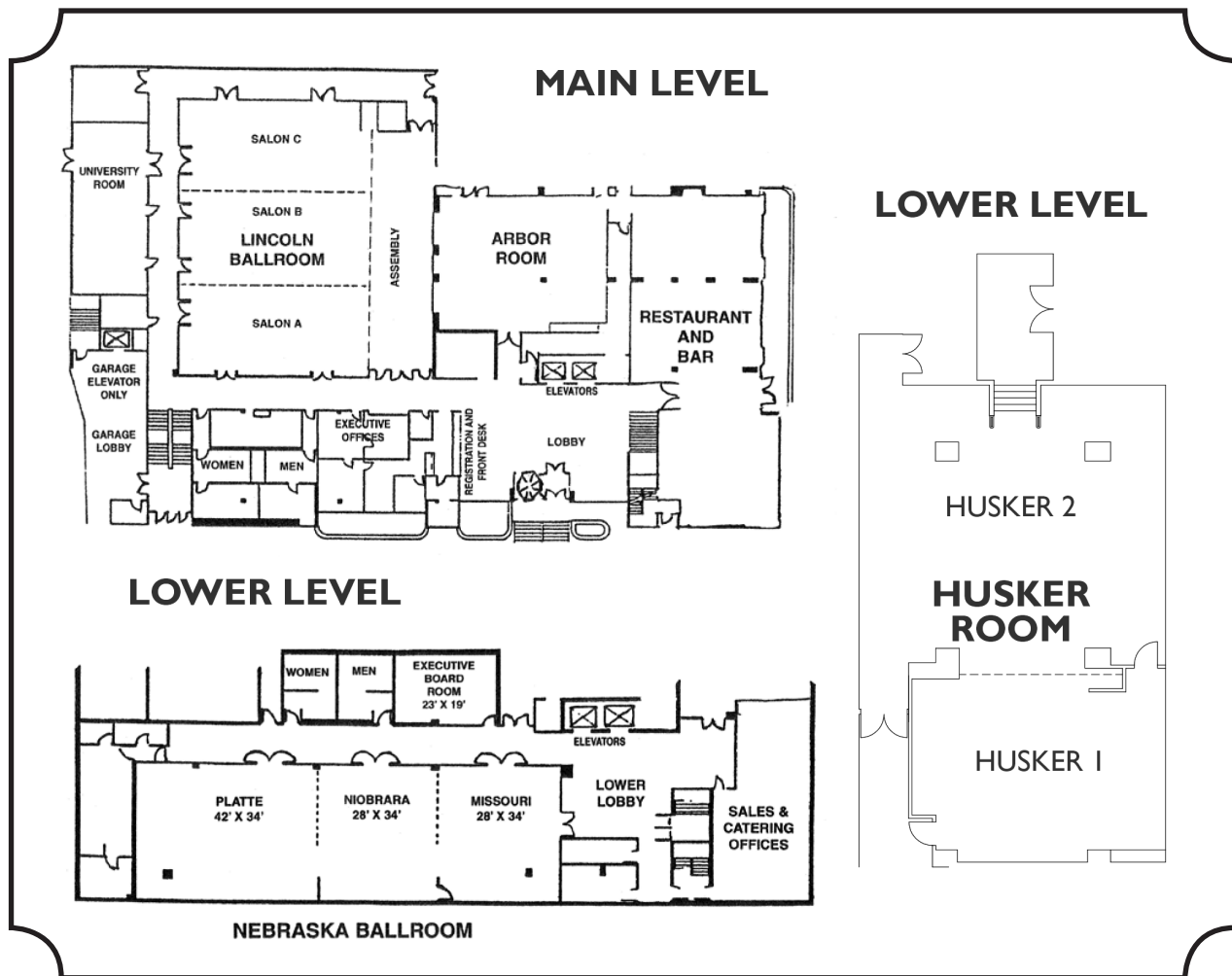
2014 NSCA Academy November 5-7, 2014

Holiday Inn Downtown | Lincoln, NE

SCHOOL COUNSELORS
EMPOWERING STUDENTS

www.neschoolcounselor.org

Map | Holiday Inn Downtown | Lincoln, NE



HABITUDES *for* **CAREER READY** **STUDENTS** **TEACHER TRAINING**

PRE-SESSION

Wednesday, November 5

9:30 am-4:00 pm

**Facilitators: Dr. Cory Epler,
Donelle Wolters & Anita Wollenburg**

Come experience the newest resource in the Career Readiness Toolkit! Nebraska Career Education, in cooperation with Dr. Tim Elmore, has developed "Habitudes for Career Ready Students." This training will provide you with the knowledge and skills needed to implement the Habitudes for Career Ready Students in your classroom. Training participants will receive a classroom set of Habitudes for Career Ready Students books and teacher materials.

Letter from the President



Welcome Nebraska School Counselors!

Welcome to Nebraska's 7th NSCA Counselor Academy. The NSCA board and I are excited that you have chosen to attend this professional development opportunity.

This year, **School Counselors: Empowering Students**, is the theme for the Academy. We all know in our work that we do everything in our power to "empower" our students to be College and Career Ready for the future. School Counselors play a critical role in preparing our students.

As you can see in this program, we have some amazing speakers and presenters. Our hope is that you come away from the Academy with many new ideas and information that you can take back to your schools. We also believe the networking opportunities with friends from years past, or making new acquaintances, will be a rewarding experience. While you are visiting the booths, please make sure to thank the exhibitors for supporting Nebraska school counselors and NSCA.

Thanks again for your participation in our Academy, **School Counselors: Empowering Students**. We know that you will go back to your schools and continue to empower students to be the best they can be.

Sincerely,

A handwritten signature in black ink that reads "Angie Kruse". The script is fluid and cursive.

Angie Kruse
NSCA President

Thursday, November 6 | Schedule of Events

	9:00 - 10:15 am	10:15 - 10:45 am	10:45 - 11:30 am	11:30 am - 1:00 pm	1:00 - 2:30 pm	2:30 - 3:00 pm	3:00 - 3:45 pm	4:00 - 4:45 pm	5:00 - 6:30 pm
Lobby	Registration (8:00 am - 4:00 pm)								
Arbor	Visit Exhibitors and Vendors (8:00 am - 5:00 pm)								Networking Social <i>Sponsored by: University of Nebraska at Lincoln Admissions</i>
Ballroom	Opening Session <i>NSCA Board</i>	Break		Lunch on your own Visit Exhibitors	KEYNOTE: Beyond Artificial Maturity <i>Dr. Tim Elmore</i>	Break	In Other Words: The Power of Teaching With Images <i>Dr. Tim Elmore</i>	How to Get Young People to Hear and Understand You, (Yes, It's Really Possible) <i>Dr. Tim Elmore</i>	
University			Walk a Mile <i>Mike Donahue</i>						
Missouri			College Readiness: What Does It Really Take? <i>Erika Volker, Abbie Otte</i>		Part I - Intentional Small Group Counseling: Sharing Strategies and Results <i>Dr. Ann Luther, Heidi Johnson, Sheila Lahmann</i>		Part II - Intentional Small Group Counseling: Sharing Strategies and Results <i>Dr. Ann Luther, Heidi Johnson, Sheila Lahmann</i>		
Niobrara			Resources for New School Counselors! <i>Angie Kruse and NSCA Board</i>		Part I - Basic Human Resources - What Have We Adapted to NOT Using? <i>Brady Rhodes</i>		Part II - Basic Human Resources - What Have We Adapted to NOT Using? <i>Brady Rhodes</i>		
Platte			School Counseling's Future: Strengths, Weaknesses, Opportunities, and Threats (SWOT) <i>Matt Mims</i>		Part I - Storytelling: Connecting with a Purpose <i>Shelly Simoneau</i>		Part II - Storytelling: Connecting with a Purpose <i>Shelly Simoneau</i>		
Husker 1			School Counseling: There's an App for That <i>Dustin Favinger</i>		Part I - Safe Schools for LGBTQ Students <i>Samantha Carwyn, Steph Hicks, Dominique Morgan</i>		Part II - Safe Schools for LGBTQ Students <i>Samantha Carwyn, Steph Hicks, Dominique Morgan</i>		
Husker 2			RESPECT an Educational Theatre Co. Grade 1-3 Sexual Abuse Prevention <i>Dr. Patricia Newman and Cast</i>		RESPECT an Educational Theatre Co. Grade 4-6 Bullying <i>Dr. Patricia Newman and Cast</i>		Counselors Have a Critical Job: Strategies to Be Even More Effective <i>John Baylor</i>		

Friday, November 7 | Schedule of Events

	8:30 - 9:15 am	9:30 - 10:15 am	10:15 - 10:45 am	10:45 - 11:30 am	11:45 am - 12:30 pm	12:30 pm	2:00 pm
Lobby	Registration (8:00 am - 12:00 pm)						
	INDUSTRY TOURS (UNTIL 10:30 AM) Firespring, Kawasaki, and Lincoln Machines <i>Jacob Knutson</i>						
Arbor	Visit Exhibitors and Vendors (8:00 am - 12:00 pm)						
Ballroom			Visit Exhibitors and Networking			NSCA Awards Luncheon Win Prizes!	KEYNOTE: <i>Commissioner of Education, Dr. Matthew Blomstedt</i>
University		ASCA Model, 3rd Edition - You Can Do This!! <i>Rick Richards</i>		ASCA Model, 3rd Edition - You Can Do This!! <i>Rick Richards</i>	ASCA Mindsets and Behaviors for Student Success <i>Dr. Nancy Bond, Dr. Eric Sparks</i>		
Missouri	What You Should Know About the Susan T. Buffett Foundation Scholarship <i>Kellie Pickett</i>	Online Needs Assessments and Surveys <i>Rene Hodges</i>		The Secret Kindness Agents <i>Ferial Pearson</i>			
Niobrara	Elementary Counselor Lesson/Activity Sharing Session <i>Kristy Clarke, Lori Staab</i>	Collaboration via Commonalities <i>Dee Thompson</i>		The Power of Partnerships: Education and Labor Tools for Students <i>Jodie Meyer, Lorena Hernandez</i>	From Worlds Away: Immigrant Students Mental Health and Transitions <i>Fedna Janvier</i>		
Platte	Part I - Trauma Informed Schools <i>Kay Glidden, Jenny Brown</i>	Part II-Trauma Informed Schools <i>Kay Glidden, Jenny Brown</i>		Part I - The Entrepreneurship Imperative and Career Counseling for Youth <i>Gregg Christensen</i>	Part II - The Entrepreneurship Imperative and Career Counseling for Youth <i>Gregg Christensen</i>		
Husker 1	Part I - Re-Discover Nebraska Career Connections <i>Vanessa Hilst Robles</i>	Part II - Re-Discover Nebraska Career Connections <i>Vanessa Hilst Robles</i>		Ally Mentoring: LGBTQ Youth <i>Samantha Carwyn, Megan Smith-Sallans</i>	From the Grief Room to the Classroom <i>Karrie Barnes, Kathie McGill, Dana Harvey</i>		
Husker 2	A Community Approach to Career Academies <i>Lynne Webster, Jimmy Feeney III, Erik Kravig, Cory Worrell</i>	Part I - How to Build a RAMP: An Overview of ASCA's RAMP Application Process <i>Dr. Paul Barnes</i>		Part II - How to Build a RAMP: An Overview of ASCA's RAMP Application Process <i>Dr. Paul Barnes</i>	When You're the Only School Counselor in the School! <i>Cheryl Kreikemeier</i>		

SCHOOL COUNSELORS

EMPOWERING STUDENTS

KEYNOTE PRESENTERS

Thursday, November 6

Dr. Tim Elmore

Keynote | 1:00 – 2:30 pm

Beyond Artificial Maturity

Because of the pervasive technology available at our fingertips, we are educating a generation of students called Generation iY by Dr. Tim Elmore. They've grown up on-line, impacted by the iWorld, and have been over-exposed to information far earlier than they are ready yet have been under-exposed to real-life experience until it's often too late. This over-exposure/under-exposure produces what Dr. Elmore calls "artificial maturity", and students find themselves stuck and not self-sufficient to move to the next stage of life. During this session, we will discuss how to best connect with students to get them moving again and turn artificial maturity into authentic maturity.



Friday, November 7

Dr. Matthew Blomstedt

Nebraska Commissioner of Education

Keynote | 2:00 pm

Dr. Blomstedt was named Commissioner of Education by the State Board of Education on January 2, 2014. Dr. Blomstedt is a native Nebraskan whose career has focused on local, regional and statewide education issues. Blomstedt's experience includes education finance and organization, assessment and accountability, professional development, and the development of systems to enhance blended and distance learning opportunities across the state.



BREAKOUT SESSIONS

DR. TIM ELMORE | NOVEMBER 6

Breakout | 3:00 – 3:45 pm

In Other Words: The Power of Teaching With Images

We live in the “information age” but not necessarily the “communication age.” Because of the onslaught of technology and its impact on culture, educators find it harder to keep the attention of their students and engage them in the learning process. Dr. Tim Elmore shares the classroom leadership style that can capture the mind and imagination of students today and offers practical tips to close the communication gap between teachers and Generation Y. This session will help educators put their training on I.C.E: Teach with Images which lead to Conversations, which lead to Experiences that have a lasting impact on the student. In this session we will also discuss how the resources, Habitudes for Nebraska Career Ready Students and Habitudes: Images That Form Leadership Habits and Attitudes, will equip students with the tools they need for career readiness and the importance of this preparation.

Breakout | 4:00 – 4:45 pm

How to Get Young People to Hear and Understand You. (Yes, it's really possible).

Learn the art of engaging communication that will captivate next generation student audiences. According to national surveys, Americans' biggest fear is public speaking, surpassing fear of illness, flying, terrorism, and even death itself. It's true. It is challenging, but it's a necessary element for success as educators. Dr. Elmore will prepare you with the tools and skills for more effective communication and positively impact your messages.

At this session you will learn:

- How you can captivate next generation audiences with your message
- The best way to get your point across in a matter of minutes
- How you can engage people at the heart level and foster life-change
- Best practices to feel poised from start to finish during your delivery of your message
- Powerful ideas on how to craft the stages of your message to prepare listeners to act

Sessions | Thursday, November 6

8:00 am - 4:00 pm

Registration

LOBBY

8:00 am - 5:00 pm

Visit Exhibitors and Vendors

ARBOR

9:00 - 10:15 am

Opening Session

BALLROOM

10:15 - 10:45 am

Visit Exhibitors and Network

ARBOR

10:45 - 11:30 am - Breakout Sessions #1

Walk a Mile

Mike Donahue, Director of R5 Productions

UNIVERSITY ROOM

The Walk a Mile Program focuses on helping you to promote empathy on the school campus for a healthier and more accepting school climate. We will give you tools to help your students value themselves and value others. We have presented in over 2500 schools all over the country. Merely policing bullying and social profiling that goes on in schools is a temporary fix that doesn't last. Helping the students who have social equity use that power to change the culture of a school has a lasting and more positive effect.

College Readiness: What Does it Really Take?

Erika Volker, Director Partnerships for Innovation; Abbie Otte, Director of Educational Planning - Central Community College

MISSOURI ROOM

Educators make every effort to prepare students for college and careers, but nationally, 58 percent of recent high school graduates who entered community colleges took at least one developmental course. Only about one quarter of these students (28 percent) went on to earn any degree or certificate within 8.5 years (Attewell, Lavin, Domina, & Levey, 2006). How do recent Nebraska high school students who enter Nebraska community colleges fair? The presenters will provide an overview of the impact remediation has on college completion, Nebraska student data, and strategies high school educators can employ to reduce the need for remediation.

Resources for New School Counselors!

NSCA President, Angie Kruse; NSCA Board Members

NIOBRARA ROOM

The first five years as a school counselor can be exciting yet overwhelming. Hear from your Nebraska School Counselor Association board with experiences at every level for strategies and resources for success. Even if you are a veteran to school counseling stop in to listen to a few tidbits that you might find useful. We will share about our experiences and passion with being part of the board and how you can become involved in our association.

School Counseling's Future: Strengths, Weaknesses, Opportunities, and Threats (SWOT)

Dr. Matt Mims, Professor, University of Nebraska at Kearney

PLATTE ROOM

What will school counseling look like in 20 years? Take a look at our future from a systemic process called SWOT. Information will deal with Strengths and Weaknesses of our current system. Data will also be presented regarding the Opportunities and Threats facing our profession as education faces a dynamic and evolving future. Good student/counselor ratios, supervision of counselors-in-training, and facing the growing need of finding school counselors for our rural areas will all be discussed.

School Counseling: There's an App for That

Dustin Favinger, School Counselor, Cozad High School

HUSKER 1 ROOM

At the College Access Symposium, I presented an app smackdown of various tech tools that can streamline the school counselors daily work with students. This will be a updated version that presentation. This session is designed to showcase a number of technology tools that can automate workflow, improve efficiency, and foster greater communication between the school counselor, students, and parents. Tools that will be covered include Google Calendar, Google Forms, Google Drive, Various Social Media tools, and QR codes.

RESPECT an EDUCATIONAL THEATRE COMPANY, Grade 1-3 Sexual Abuse Prevention

*Dr. Patricia Newman, Executive Director
RESPECT cast members*

HUSKER 2 ROOM

BUBBYLONIAN ENCOUNTER is an educational theatre program about child sexual abuse prevention (grades 1-3.) It teaches children about healthy/unhealthy touch and how to get help. RESPECT is an educational theatre company that uses theatre to develop skills needed for safe relationships. Participants learn to use role play to help students learn to use their voices to get help. RESPECT can be part of your ASCA model school counseling program delivery system to teach student competencies.

11:30 am - 1:00 pm

**Lunch on your own
Visit Exhibitors**

1:00 - 2:30 pm

KEYNOTE: Beyond Artificial Maturity

Dr. Tim Elmore

BALLROOM

2:30 - 3:00 pm

Visit Exhibitors and Network

ARBOR

3:00 - 3:45 pm - Breakout Sessions #2

In Other Words: The Power of Teaching With Images

Dr. Tim Elmore, President and Founder of Growing Leaders

BALLROOM

We live in the “information age” but not necessarily the “communication age.” Because of the onslaught of technology and its impact on culture, educators find it harder to keep the attention of their students and engage them in the learning process. Dr. Tim Elmore shares the classroom leadership style that can capture the mind and imagination of students today and offers practical tips to close the communication gap between teachers and Generation Y. This session will help educators put their training on I.C.E: Teach with Images which lead to Conversations, which lead to Experiences that have a lasting impact on the student. In this session we will also discuss how the resources, Habitudes for Nebraska Career Ready Students and Habitudes: Images That Form Leadership Habits and Attitudes, will equip students with the tools they need for career readiness and the importance of this preparation.

Part I - Intentional Small Group Counseling: Sharing Strategies and Results

*Dr. Ann Luther, Counselor Educator, University of Nebraska at Omaha;
Heidi Johnson, Blair Public Schools,
Elementary School Counselor ;
Sheila Lahmann. Omaha Public Schools,
High School Counselor*

MISSOURI ROOM

The intentional small group counseling model utilizes research, professional experience, and data to create specific skill building small groups in an action research format. The data inform school counselors and stakeholders of small group results in support of the ASCA National Model goal of the school counseling program impacting student success. Come and hear two school counselors share their action research small group strategies and results.

Part I - Basic Human Resources: What Have We Adapted to NOT Using?

Brady Rhodes, Co-Director BoldLeaders

NIOBRARA ROOM

What are the internal, innate, basic human resources present in everyone from the moment of birth? What happens over time when we become unfamiliar with some of these resources? How do we reclaim them when needed? BoldLeaders is an internationally known non-profit educational organization that has worked with thousands of students and adults to answer these questions and more for the last 10 years. Attendees will take part in an interactive workshop that will use their own identified case-studies as a lens to learn and dialogue about the fundamental value of Basic Human Resources. Spoiler alert: BHR are not shelter, food, water, technology, family...

Part I - Storytelling: Connecting With A Purpose

Shelly Simoneau, Author, Storyteller, Teacher

PLATTE ROOM

Author, storyteller, and teacher, Shelly Simoneau, has been using stories to connect with children of all ages over the past 21 years. Hear and see how the use of storytelling can influence every learner by acquiring knowledge, applying understanding, and developing a relational attitude toward the world. Participants in this session will make personal connections to stories and generate story connections to motivate every learner.

Part I-Safe Schools

*Samantha Carwyn, Go Ed! Coordinator,
Ally Mentoring; Steph Hickey, Go Ed! Trainer;
Dominique Morgan, Go Ed! Trainer*

HUSKER 1 ROOM

This workshop provides assistance and information in order to work with lesbian, gay, bisexual, transgender, queer and/or questioning students on their social/emotional development. Scenarios will be reviewed in order to discuss solutions to LGBTQ related challenges. Attendees will be provided with statistics regarding the school experience of LGBTQ students and how to create a more respectful environment. Upon completion, attendees will have concrete information on being a support and developing an inclusive environment in their school.

RESPECT an EDUCATIONAL THEATRE COMPANY, Grade 4-6 Bullying

*Dr. Patricia Newman, Executive Director
RESPECT cast members*

HUSKER 2 ROOM

Between the Lines is an educational theatre program about bullying (grades 4 - 6). RESPECT is an educational theatre company that uses theatre techniques to provide opportunities to experience empathy learn communication skills, develop cognitive flexibility and practice problem solving skills needed for healthy relationships. Participants learn about bullying and use role play to respond to bullying. RESPECT programs can be part of your ASCA model school counseling program delivery system to teach student competencies.

4:00 - 4:45 pm - Breakout Sessions #3

How to Get Young People to Hear and Understand You, (Yes, it's really possible).

*Dr. Tim Elmore, President and Founder of
Growing Leaders*

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- Best practices to feel poised from start to finish during your delivery of your message
- Powerful ideas on how to craft the stages of your message to prepare listeners to act

Part II - Intentional Small Group Counseling: Sharing Strategies and Results

*Dr. Ann Luther, Counselor Educator,
University of Nebraska at Omaha;
Heidi Johnson, Blair Elementary, School
Counselor ; Sheila Lahmann, Omaha Public
Schools, High School Counselor*

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Part II - Storytelling: Connecting With a Purpose

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Part II - Safe Schools

Samantha Carwyn, Go Ed! Coordinator, Ally Mentoring; Steph Hickey, Go Ed! Trainer; Dominique Morgan, Go Ed! Trainer
HUSKER 1 ROOM

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Counselors Have a Critical Job: Strategies to Be Even More Effective

John Baylor, Owner / President - John Baylor Prep
HUSKER 2 ROOM

For more than 20 years, John Baylor Prep has helped schools and families create more college grads with minimal debt. He appreciates first hand how important and challenging your job is. Thus, JBP seeks specifically to help counselors be more effective. John will share some of those strategies in this talk.

5:00 - 6:30 pm

Networking Social

Sponsored by the University of Nebraska - Lincoln Admissions

ARBOR

Please Join Us for Food, Beverages and Fun!

You're invited to attend the Networking Social!

Thursday, November 6 | 5:00-6:30 pm

Arbor Room | Holiday Inn Downtown

A Special Thank You...

***For the NSCA Conference Bags donated by
Nebraska State College Systems***

Korrine Tande, Vice Chancellor for Student Affairs,
Marketing, Enrollment & Public Relations

AND

***For the School Counselor Networking Social sponsored by
University of Nebraska-Lincoln Admissions***

Micaela Rahe, Assistant Director,
Nebraska Rural Initiative Recruitment Coordinator

AND

**To Nebraska Career Technical Education for generous
support of school counselors and sponsorship
of keynote speaker Dr. Tim Elmore**

Thank You to...

**Everyone who made the 2014 Nebraska School Counselor
Association's Academy possible this year.**

NSCA Board, Committee Chairs, NSCA Members,
Speakers and Presenters, Exhibitors and Participants

School counselors matter and each of you matter to us.
We appreciate your support of our professional organization.
NSCA professional development empowers students!

Sessions | Friday, November 7

8:00 am - 12:00 pm

Registration

LOBBY

8:00 am - 12:00 pm

Visit Exhibitors and Vendors

ARBOR

8:30 - 10:30 am - Industry Tours

GO ON AN INDUSTRY TOUR!

*Jacob Knutson, IT Cluster Coordinator,
Department of Economic Development*

Sign-up for one of the tours at the NSCA registration table.

LOBBY, MAIN ENTRANCE - PASSENGER VANS WILL PICK YOU UP AND DRIVE YOU TO THE TOUR.

Manufacturing Industry Tour: Kawasaki Motors Manufacturing

Are you interested in seeing how a manufacturing business operates? Then come join us for a tour of Kawasaki Motors Manufacturing, one of Lincoln's most prominent manufacturing companies! Kawasaki Motors produces ATVs, utility vehicles, jet skis, recreation utility vehicles, and passenger rail cars. These products are shipped throughout the U.S. and the world. Participants will see how these products are made, what careers are available, and learn some manufacturing basics!

*Limited to 11 participants. Sign-up at NSCA registration. Must wear closed toe shoes for safety. Meet in Lobby at 8:25 a.m.
Return time: 10:30 a.m.*

IT Industry Tour: Firespring

Are you interested in seeing how Information Technology components are used in the business world? Then come join us for a tour of Firespring! Firespring is a small business marketing and website solutions company in Lincoln and has been named a "Best Place to Work" by Inc. Magazine and the Lincoln Chamber. Participants will see the different careers available in the field, learn about some basics, and see the amazing work environments Information Technology companies create!

*Limited to 11 participants. Sign-up at NSCA registration. Meet in Lobby at 8:25 a.m.
Return time: 10:30 a.m.*

Manufacturing Industry Tour: Lincoln Machines

Are you interested in seeing how a manufacturing business operates? Then come join us for a tour of Lincoln Machine, one of Lincoln's prominent manufacturing companies! Lincoln Machine is a fast paced, progressive and growing machine shop with many different areas of machine tools including, CNC, manual, and 3D printing, among others. Participants will see how these tools are used, what careers are available, and learn some manufacturing basics!

*Limited to 11 participants. Sign-up at NSCA registration. Must wear closed toe shoes for safety. Meet in Lobby at 8:25 a.m.
Return time: 10:30 a.m.*

8:30 - 9:15 am - Breakout Sessions #4

What You Should Know About the Susan T. Buffett Foundation Scholarship

Kellie Pickett, Director of Scholarships

MISSOURI ROOM

The Susan T. Buffett Foundation provides scholarships for approximately 1,100 Nebraska state residents with financial need every year. This session will provide information about application changes this year and discuss common mistakes students make during the application process. We will offer suggestions about ways to help your students complete the scholarship application and be competitive. This session connects to the following parts of the ASCA Model: Academic/Career Development Standards-financial aid, and Direct Services-Individual Student Planning.

Elementary Counselor Lesson | Activity Sharing Session

Kristy Clarke, Central City Public Schools, Elementary School Counselor, NSCA President-Elect; Lori Staab, Sutherland Public Schools, 7-12 School Counselor, NSCA Past President

NIOBRARA ROOM

Elementary Counselors: looking for new lessons, activities, or ideas? Have a favorite “go to” lesson that kids and teachers love? Then this session is for you! Bring your favorite lesson or activity on a zip drive (thumb drive) and we will download and send it to all in attendance. You can also send it in ahead of time and we’ll have it ready to share during our session. Don’t miss out on counselor-created, counselor-approved elementary lessons! If you can’t make it to our session, we’ll have it available for download after the conference on the NSCA website (members only). Email lessons/ideas to Kristy Clarke at kclarke@esu7.org.

Part I - Trauma Informed Schools

Kay Glidden, Region 3 Assistant Director/BHECN Project Director; Jenny Brown, Prevention Coordinator - Region 3 Behavioral Health Services

PLATTE ROOM

Trauma informed care is an approach to engaging people with histories of trauma that recognizes the presence of trauma symptoms and acknowledges the role that trauma has played in their lives. School staff need education about how trauma affects students, what trauma informed care is and how to create a safe environment for all students. Specific classroom strategies will be shared to help staff engage students in the learning process and support emotional self-regulation.

Part I - Re-Discover Nebraska Career Connections

Vanessa Hilst Robles, Account Manager, Kuder Inc.

HUSKER 1 ROOM

Facilitating career planning is one of the many responsibilities undertaken by Nebraska’s school counselors and its importance should not be underestimated. Allowing students to see what they can be has major rewards such as increases in retention, graduation, and transition rates and advances in academic performance. Attend this session to re-discover how Nebraska Career Connections brings value to students, parents, counselors, and administrators.

A Community Approach to Career Academies

Lynne Webster, Boone Central Schools, School Counselor; Jimmy Feeney III, Boone Central Schools, Middle School Principal; Erik Kravig, Boone Central Schools, High School Principal; Cory Worrell, Boone Central Schools, Superintendent

HUSKER 2 ROOM

Boone Central Schools has taken a different approach to Career Academies. In our first two years, we have worked with over 40 businesses and have 45% of our high school students participating. We are developing middle school components focused on first-hand experiences in the six career fields for all students. We will share information about our how we got community buy-in, how we wrote the curriculum with teachers and businesses, how we coordinate observations and internships with businesses, our course offering requirements, capstone course development, and changes that were necessary to establish the structures for this 6th-12th grade program.

9:30 - 10:15 am - Breakout Sessions #5

ASCA Model, 3rd Edition - You Can Do This!

Rick Richards, Instructor, Counseling Dept., University of Nebraska at Omaha

UNIVERSITY ROOM

Many of us are so busy in our day-to-day jobs as professional school counselors that we cannot picture taking the time to implement (or more fully implement) the ASCA Model in our programs. But implementing the Model doesn't take time from your job, it actually saves time and makes use-of-time more efficient. This presentation will give you ideas of how you can make the Model "work for you!"

Online Needs Assessments and Surveys

Rene Hodges, Lincoln Public Schools, Pound Middle School, School Counselor

MISSOURI ROOM

Google Docs is a powerful tool that can simplify the job of collecting process and perception data. This session will explore how to use Google Docs to administer needs assessments and surveys. Learn how to create personalized assessments and share them with your intended audience. Discover how Google Docs and Excel can summarize your results and produce charts and reports that you can share with stakeholders.

Collaboration via Commonalities

Dee Thompson, Arthur County Schools, School Counselor

NIOBRARA ROOM

To introduce students to one another we used a digital photo and narrative program called "My Story" which allowed students to share their passions and interests after uploading/writing. Next, we gathered for a round table discussion about common themes among presentations which the students listed and recorded into well-constructed sentences. Finally, the students decided to present the information colorfully in a mural displaying the commonalities in written, visual art, and photographic form. Most importantly, we had a brief discussion about each of the stages of the project and how each presented obstacles to overcome. All expressed a personal gratification in working collaboratively to complete the project of "Collaboration through Commonalities". The mural is displayed outside the JH classroom as a reminder of how everyone contributes to a society by building on shared experiences.

Part II - Trauma Informed Schools

*Kay Glidden, Region 3 Assistant Director/
BHECN Project Director;
Jenny Brown, Prevention Coordinator -
Region 3 Behavioral Health Services*

PLATTE ROOM

Trauma informed care is an approach to engaging people with histories of trauma that recognizes the presence of trauma symptoms and acknowledges the role that trauma has played in their lives. School staff need education about how trauma affects students, what trauma informed care is and how to create a safe environment for all students. Specific classroom strategies will be shared to help staff engage students in the learning process and support emotional self-regulation.

Part II - Re-Discover Nebraska Career Connections

*Vanessa Hilst Robles, Account Manager,
Kuder Inc.*

HUSKER 1 ROOM

Facilitating career planning is one of the many responsibilities undertaken by Nebraska's school counselors and its importance should not be underestimated. Allowing students to see what they can be has major rewards such as increases in retention, graduation, and transition rates and advances in academic performance. Attend this session to re-discover how Nebraska Career Connections brings value to students, parents, counselors, and administrators.

Part I - How to Build a RAMP: An Overview of ASCA's RAMP Application Process

*Dr. Paul Barnes, University of Nebraska
at Omaha Assistant Vice Chancellor for
Academic Affairs, ASCA Site-based Trainer*

HUSKER 2 ROOM

Do you want to know more about ASCA's RAMP process? Join us to learn about how your school counseling program can earn this important national distinction. This session will provide an overview of the 12 components of the RAMP application. Tips about submission, goal writing, use of data, scoring rubrics and work examples will be provided. This is a very "doable" process, so come and check out the details.

10:15 - 10:45 am

Visit Exhibitors and Network

ARBOR

10:45 - 11:30 am - Breakout Sessions #6

ASCA Model, 3rd Edition - You Can Do This! (Repeat session)

*Rick Richards, Instructor, Counseling Dept.,
University of Nebraska at Omaha*

UNIVERSITY ROOM

Many of us are so busy in our day-to-day jobs as professional school counselors that we cannot picture taking the time to implement (or more fully implement) the ASCA Model in our programs. But implementing the Model doesn't take time from your job, it actually saves time and makes use-of-time more efficient. This presentation will give you ideas of how you can make the Model "work for you!"

The Secret Kindness Agents

*Ferial Pearson, Instructor, University of
Nebraska at Omaha*

MISSOURI ROOM

Moved by the Sandy Hook Elementary School tragedy, a teacher and her students wondered what would happen if they started secretly carrying out small acts of kindness in school. Could a modest act of compassion really change the course of a life? They didn't have the answers but they were willing to find out. And so they became the Secret Kindness Agents. Sneaky side-effect? They met the ASCA Personal/Social Standards along the way.

The Power of Partnerships: Education and Labor Tools for Students

Jodie Meyer, Research Analyst II, Nebraska Department of Labor; Lorena Hernandez, Administrator, Office of Employment & Training, Nebraska Department of Labor

NIOBRARA ROOM

Nebraska Department of Education and Nebraska Department of Labor partner closely to develop information, resources and tools to assist students in transitioning from secondary education to their post-secondary career choices. Labor Market Information and Employment & Training staff will highlight available on-line resources for school counselors to use with students in pursuing post-secondary education or direct entry into the workforce.

Part I - The Entrepreneurship Imperative and Career Counseling for Youth

Gregg Christensen, Entrepreneurship and Career Education Specialist, NE Dept. of Education

PLATTE ROOM

Entrepreneurship is a viable and important career option. Encouraging young people to leverage their innovation, creativity and entrepreneurship talents is crucial to enhancing their opportunities as well as to the economic vitality of the state and nation. This session will address (1) the importance of entrepreneurship career exploration (2) resources to help nurture entrepreneurship in youth (3) how to manage a career as if it were a startup business. An overview of the new Entrepreneurial StrengthsFinder book and assessment will also be shared.

Ally Mentoring: LGBTQ Youth

Samantha Carwyn, Board of Directors Co-Chair Ally Mentoring, Region 6; Megan Smith-Sallans, Vice President Ally Mentoring; Megan Smith Psychotherapy P.C.

HUSKER 1 ROOM

While strides are being made in the LGBTQ rights movement, research continues to show our LGBTQ youth are still high risk for drug/alcohol use, depression, anxiety, suicide, bullying, dropping out of school, etc. Ally Mentoring is an organization that combats these statistics through providing mentorship to youth ages 10-25 that identify as lesbian, gay bisexual, transgender or questioning (LGBTQ). Ally Mentoring works with schools and organizations to refer LGBTQ youth to the mentorship program. Through extensive interview and reference processes, LGBTQ mentors are matched with LGBTQ youth and weekly mentoring meetings are established. The goal of Ally Mentoring is to provide support and guidance to LGBTQ youth through appropriate, ethical mentorship relations with LGBTQ adults. Our motto is "Sometimes you need more than someone to be there. Sometimes you need someone who's been there."

Part II - How to Build a RAMP: An Overview of ASCA's RAMP Application Process

Dr. Paul Barnes, University of Nebraska at Omaha Assistant Vice Chancellor for Academic Affairs, ASCA Site-based Trainer

HUSKER 2 ROOM

Do you want to know more about ASCA's RAMP process? Join us to learn about how your school counseling program can earn this important national distinction. This session will provide an overview of the 12 components of the RAMP application. Tips about submission, goal writing, use of data, scoring rubrics and work examples will be provided. This is a very "doable" process, so come and check out the details.

11:45 am - 12:30 pm - Breakout Sessions #7

ASCA Mindsets and Behaviors for Student Success

Dr. Nancy Bond, Omaha Public Schools, School Counseling Supervisor;
Dr. Eric Sparks, Assistant Director of ASCA-American School Counselor Association
UNIVERSITY ROOM

This session will include a webinar format featuring Dr. Eric Sparks, Asst. Director of ASCA, to discuss the recently released ASCA Mindsets and Behaviors for Student Success: K-12 College and Career-Readiness Standards for Every Student. These new ASCA standards describe the knowledge, skills and attitudes students need to achieve academic success, college and career readiness and social/emotional development. These standards are the “next generation” of the ASCA National Standards for Students, first published in 1997. School counselors will become familiar with these standards and engage in interactive activities designed to expose counselors to the tools that exist to facilitate the implementation of these standards and competencies at the district and school level.

From Worlds Away: Immigrant Students Mental Health and Transitions

Fedna Janvier, Middle School Counselor, Lincoln Public Schools
NIOBRARA ROOM

Immigrant students often experiences trauma due to the sudden shift in their lives. This often causes abuse, anger, anxiety, behavior issues, depression, gang-violence, and other forms of mental health concerns. Serving these students requires knowledge and skills to assist with their unique needs. Being aware of these unique needs helps close the achievement gap, supports advocacy, maintains cultural competencies, and establishes community.

Part II - The Entrepreneurship Imperative and Career Counseling for Youth

Gregg Christensen, Entrepreneurship and Career Education Specialist, NE Dept. of Education

PLATTE ROOM

Entrepreneurship is a viable and important career option. Encouraging young people to leverage their innovation, creativity and entrepreneurship talents is crucial to enhancing their opportunities as well as to the economic vitality of the state and nation. This session will address (1) the importance of entrepreneurship career exploration (2) resources to help nurture entrepreneurship in youth (3) how to manage a career as if it were a startup business. An overview of the new Entrepreneurial StrengthsFinder book and assessment will also be shared.

From the Grief Room to the Classroom

Karrie Barnes, LMPHP, Westside Community Schools, Elementary School Counselor;
Kathie McGill, Westside Community Schools, Elementary School Counselor;
Dana Harvey, Westside Community Schools, Elementary School Counselor

HUSKER 1 ROOM

As Elementary School Counselors we can find ourselves supporting and working with students who are grieving a loss due to death on a daily basis. The variety of experiences we encounter may include: spending time in a “grief room” with children during a crisis response, supporting students on an individual basis who have experienced the loss of a loved one, facilitating a weekly small grief group and supporting teachers and staff in working with students. We have gathered ideas that we have personally used in these situations and will share them using discussion, visuals, and hands-on opportunities. Our hope is to help others fill their bags and learn some new things ourselves! Those attending will gain a list of ideas and how to use them to support grieving elementary age students in the school setting.

When You're the ONLY School Counselor in the School!

Cheryl Kreikemeier, Wisner-Pilger Public Schools, School Counselor

HUSKER 2 ROOM

Trying to implement the ASCA National Model and juggle all of the daily duties of a school counselor can be overwhelming if you are the only school counselor in the building. Come and learn how to begin implementing the ASCA National Model. Where do you begin? How do you prioritize? Which student standards do you target? All of these questions and more will be covered!

12:30-2:00 pm

NSCA Awards Luncheon Win Prizes!

2:00 pm

KEYNOTE

*Commissioner of Education,
Dr. Matthew Blomstedt*

BALLROOM

Past Award Winners

2013

Elementary School Counselor of the Year Mary Lottinville, Omaha
Middle School Counselor of the Year Linda Janzen, Omaha
High School Counselor of the Year Cheryl Kreikemeier, Wisner | Pilger
Administrator of the Year Cara Riggs, Omaha

2012

Elementary School Counselor of the Year Suzanne Wies, Omaha
Middle School Counselor of the Year Christina Johnson, Bellevue
High School Counselor of the Year Theresa Henson, Westside
Administrator of the Year Allison Kelberlau, Fremont

2011

Elementary School Counselor of the Year Meg Searl, Omaha
Middle School Counselor of the Year Cathy Hill, Omaha
High School Counselor of the Year Ruth Lohmeyer, Lincoln
Administrator of the Year Jay Opperman, Hastings

2010

Elementary School Counselor of the Year Mary Achelpohl, Omaha
Middle School Counselor of the Year Mary Lincoln, Omaha
High School Counselor of the Year Mary Janeta, West Point/Beemer
Administrator of the Year Ken Thiele, Aurora

2009

School Counselor of the Year Kelly VerKamp, Waverly

2008

School Counselor of the Year Mary Birsch, Pierce

RAMP Award Winners

American School Counseling Association

2014

Randolph Elementary School, Lincoln (Re-RAMP)

Susie Mahoney

2013

Lincoln East High School, Lincoln (Re-RAMP)

Brenda Leggiadro, Noelle Baker, Karen Dress, Kim Glathar and Diane Wilson-Dunning

Schoo Middle School, Lincoln

Jodie Green, Rachael Kluck-Spann, and Renee McClure

2012

Lincoln Northeast High School, Lincoln

Ruth Lohmeyer, Mandy Berlin Coyle, Steve Burbach, Marilynn Peaslee and Ralph Schnell

Southwest High School, Lincoln

Eric Feeken, Tim Ernst, Colleen Finkhouse, Peggy Volker, Dr. Dee Simpson-Kirkland and Dr. Joyce Lehn

Pound Middle School, Lincoln

Jennifer Bass, Rene Hodges and Mary Ann Tomlinson

2011

Omaha South High Magnet School, Omaha

Steve Carlson, Karen Clark, Barb Cotten, John Flemming, Laura Lagana, Micaela Moriarty and Dr. Mary-Beth Muskin, Guidance Director

Randolph Elementary School, Lincoln

Susie Mahoney

Zeman Elementary School, Lincoln

Judy Wittwer

2010

Lincoln East High School, Lincoln

Brenda Leggiadro, Noelle Baker, Karen Dress, Kim Glathar and Diane Nicholson

Exhibitors | Vendors

Ally Mentoring

The mission of Ally mentoring is to create safe environments based on support, respect, and validation for LGBTQ youth on their paths to becoming young adults. Ally mentoring, a nonprofit organization, was founded in April 2011 in Omaha, NE.
SAMANTHA CARWYN
ally.mentoring@gmail.com
www.allymentoring.com

Army ROTC

Army ROTC is one of the best leadership courses in the country and is a part of a student's college curriculum. Graduates of the Army ROTC program may elect to become Officers and leaders of the United States Army. Scholarship and financial benefits are available to highly qualified students willing to serve as Army Officers. For more information contact:
BRANDON LAKE
blake2@unl.edu
www.unl.edu/armyrotc

Boys Town Press

Boys Town Press is the publishing division of Boys Town, a non-profit organization that serves at-risk children and their families. Our publications are based on the proven youth care, parenting and educational techniques used in our Boys Town programs. If you work with youth and their families... or you're looking for help dealing with a child's behavior... check out our books, DVD's, CD's, and activity guides.
PATRICIA MARTENS
patricia.martens@boystown.org
www.boystownpress.org

Concordia University

Founded in 1894 by The Lutheran Church-Missouri Synod, Concordia University, Nebraska is a private, coeducational institution of higher learning. The main campus is located in Seward, Neb. (population 7,000), about 25 miles west of Lincoln, the state capitol. The graduate school and degree completion program are based in Lincoln. There are over 2,200 students enrolled from 43 states and several foreign countries; Concordia has more than 50 undergraduate and graduate programs and numerous pre-professional programs. There are 21 intercollegiate athletic programs and 12 music ensembles.
CHELSEA PETERSEN
admiss@cune.edu
www.cune.edu

Gallup

Gallup delivers forward-thinking research, analytics, and advice to help leaders solve their most pressing problems. Combining more than 75 years of experience with its global reach, Gallup knows more about the attitudes and behaviors of the world's constituents, employees, customers, and students than any other organization. Gallup consultants help private and public sector organizations boost organic growth through measurement tools, strategic advice, and education. Gallup's 2,000 professionals deliver services at client organizations, through the Web, and in nearly 40 offices around the world.
SCOTT DANIELL
scott_daniell@gallup.com
www.gallup.com

John Baylor Prep

John Baylor Prep offers comprehensive test prep and college counseling. JBP is the in-person and on-line ACT® Prep course that boosts ACT scores an average of more than two points following the first JBTP ACT® Prep course. The John Baylor online SAT/PSAT course increases scores on average 50-125 points per SAT section. The on-line partner for the college-focused school and student, JBP is not only ACT® Prep, but also SAT/PSAT Prep and College Counseling. Students actually have fun preparing for the ACT® and SAT- and more fun when they see their new scores. Students get into the Best College at the Lowest Cost with JBP.
JOHN BAYLOR
john@johnbaylorprep.com
www.johnbaylorprep.com

Metropolitan Community College

Metropolitan Community College's (MCC) is a comprehensive, public community college that offers affordable and quality education to all residents of Dodge, Douglas, Sarpy and Washington counties.
STEPHANIE JONESON,
JENNIFER WINJE-DIAMANT, TYLER CANNON
sjoneson@mcneb.edu
<http://www.mccneb.edu/>

Nebraska Association for the Gifted

The Nebraska Association for the Gifted (NAG) began in 1956 as a group of concerned parents, teachers, and administrators known as The Governor's Committee for the Academically Talented. Formed as an association in 1957, the group has continually strived to increase awareness of parents, teachers, teacher-trainers, and the general public to provide appropriate developmental experiences for students of high ability. It is with continuing advocacy that the educational needs of gifted and talented students will be met today, tomorrow and in the future.

JOHN THOMSEN

negifted@gmail.com

http://www.negifted.org

Nebraska Career Connections/Kuder Inc.

For over 75 years, more than 150 million people worldwide have relied on Kuder, Inc. for evidence-based assessment, education planning, and career guidance tools and resources. With affordable solutions for pre-K through retirement, our customizable products and services reflect a commitment to encouraging lifelong learning, development, and achievement.

VANESSA HILST ROBLES

roblesv@kuder.com

www.nebraskacareerconnections.org

Nebraska Department of Labor

The mission of the Nebraska Department of Labor is to develop a quality workforce through dynamic and collaborative partnerships, employment services, training, education, temporary income continuation, safety-related programs and labor market information. Nebraska consistently has one of the lowest unemployment rates in the nation. The department systematically collects and analyzes labor market data, which describes and predicts the relationship between labor demand and supply. This analysis provides information on growing industries and occupations, changing skill requirements, occupational wages, labor market demographics, graduate outcomes and industry layoffs and closings. Labor market information is provided to the public on a regular basis through the NDOL website, news releases, and online publications such as INFOlink and Nebraska Workforce Trends.

CARRIE GAUL

http://dol.nebraska.gov/

carrie.gaul@nebraska.gov

Nebraska Family Help Line/Boys Town

Raising kids is hard. It's OK to ask for advice. The Nebraska Family Helpline is a free, confidential resource for parents who have questions regarding their child's behavior. From bullying, drugs and thoughts of suicide to sharing and obedience issues, trained counselors are standing by to help. Any problem. Any time. Call: 1-888-866-8660.

KYLE.KINNEY@BOYSTOWN.ORG

www.Boystown.org/Nebraska-iowa

Nebraska State Colleges

The Nebraska State College System serves students through three geographically diverse institutions: Chadron, Peru, and Wayne State College. The colleges offer over 200 degrees, certificates, and pre-professional programs on the tree campuses, via the Internet, and in several satellite locations throughout the state.

KORINNE TANDE

ktande@nscs.edu

www.nscs.edu/

Northeast Community College

A great education, an excellent value, and friendly and caring staff are just a few of the reasons students cite for choosing Northeast Community College in Nebraska. Our programs of study are second to none, and our tuition rate is among the lowest in Nebraska and surrounding states. If you want an affordable high-quality education that will lead to a great career, Northeast Community College is the right choice for you to dream big and live smart.

ANTHONY FAUST

anthonyf@northeast.edu

www.northeast.edu

R5 Productions - Walk A Mile

R5 Productions is a multifaceted communication program designed to use cutting edge technology and communication techniques to speak in to the lives of teenagers on very important topics such as bullying and drug & alcohol abuse. R5 was established in 2003. We have presented in over 2000 schools in over 30 states. If the culture of a school is producing bullies then we must work hard to change the culture. Walk a Mile works to level the social playing field in your school. Video's, powerful illustrations, compelling stories all help to promote a more accepting and tolerant environment. If you are looking for an assembly program to enhance the efforts you are already making then the Walk a Mile is what you are truly looking for! We look forward to partnering with you to make your campus a more safe and comfortable environment for everyone.

MIKE DONAHUE

mike@r5online.com

www.r5online.com/

RESPECT

RESPECT is not-for-profit organization founded in 2000 that promotes a community collaboration to build healthy relationships among children and youth through theatre. Led by Dr. Patricia Newman, a child psychologist, our actor-educators “stage conversations” about healthy relationships, bullying, abuse and mental health with participants ages preschool through college in Nebraska and Iowa every year. Programs include interactive role-playing, forum theatre and other techniques from drama education while providing information about relationship dynamics, demonstrating appropriate strategies and behaviors, and sharing resources for prevention and support. We contribute to the positive social well-being of about 30,000 students each year and have reached nearly 400,000 students, parents, educators and counselors since our inception.

ILLANA WEISS

info@respect2all.org
www.respect2all.org/

Shelly Simoneau Stories LLC

Shelly Simoneau is an author, storyteller and teacher currently living in Topeka, Kansas. She has earned a Bachelor of Science in Education and Master of Arts in Education, and has taught in Kansas public schools for the past 20 years. Shelly recently published *The Cows Came Running and the Horses Did Too!*, *Wash Creek*, *Daddy Was A Carpenter*, *Snake Tree* and *Grasshopper Bubblegum*. Look for her new book *Tinker in the Tanker*. Shelly's children's books are inspired by childhood memories and experiences growing up in the farming community of Wilsey, Kansas. Shelly's storytelling style has been molded from lessons learned throughout her lifetime. She delivers a variety of character-building, inspirational, engaging stories for children and adults of all ages at libraries, schools, and special events.

SHELLY SIMONEAU

ssimoneau@usd345.com
http://www.shellysimoneaustories.com/

Southeast Community College

Get your hands on SCC! With more than 50 programs of Study, convenient locations and a 94 percent job placement rate, SCC offers variety, convenience and value. The low tuition rate makes college education affordable. SCC provides quality career/technical and academic educational opportunities in Beatrice, Lincoln, and Milford, NE. Our class size offers personal attention. SCC supports several grant-funded opportunities for instruction to help adults improve their life skills throughout SCC's 15 county region: Basic Skills/GED classes, Citizenship, English as a Second Language, Interpreter Training, and Volunteer Opportunities. Take a tour of campus or visit the Career Advising Center.

DOUG MEYER & JOEL DICKINSON

DMeyer@southeast.edu
JDickins@southeast.edu
www.southeast.edu

Ted E Bear Hollow

Ted E. Bear Hollow, an Omaha non-profit, began in 2001 and offers a variety of free grief support services for children, teens and adults, including support groups, day camps, and retreats. A variety of training opportunities are also available for the community. Ted E. Bear Hollow depends on donations for the majority of his funding and on volunteers to facilitate groups, camps, and retreats. Offices and programs are located in midtown Omaha and offer a welcoming, safe space where children, teens, and their families can find hope and healing.

QIANA MOSBY-BROWN

http://www.tedebearhollow.org/
qbrown@tedebearhollow.org

Valley Hope

The Valley Hope Association is a nationally recognized, nonprofit organization dedicated to providing quality drug and alcohol addiction treatment services at an affordable price. We offer a variety of drug and alcohol treatment services, including medically monitored. Valley Hope has helped thousands of people (and their family members) find recovery and a new way of life.

DEB LUDEMANN

dludemann@valleyhope.org
www.valleyhope.org

Voices of Hope

Providing services to empower those who have experienced relationship violence, sexual assault and abuse. Offering crisis and short term counseling with sensitivity to the issues and concerns of victims and their families.

MORGAN BEAL

morgan@voicesofhopelincoln.org

<http://voicesofhopelincoln.org/>

UNL Advanced Scholars

The University of Nebraska-Lincoln (UNL) Office of Online & Distance Education offers many online options for students, educators, and counselors. The Advanced Scholars program allows high schools to offer high-ability students the opportunity to enroll in UNL online courses (at reduced tuition) for college credit. Through Advanced Scholars, students stay academically challenged, explore unique course subjects and prepare for the rigorous coursework they will experience in college. UNL Online & Distance Education also offers 50+ professional development options for school counselors and educators, such as master's and doctoral degrees in P-12 Educational Administration.

DR. BOB MATHIASSEN

rmathiasen1@unl.edu

<http://online.unl.edu/programs-and-courses/high-school/>

Youth Frontiers

Youth Frontiers builds positive school communities through programs that encourage young people to live a life of character. We challenge students to think critically about how they treat themselves and others, while inspiring them to stand up for what they know is right and to no longer stand by and watch when disrespect happens. After 25 years of experience working with more than one million students, our powerful programs have been refined to have the greatest possible impact.

SUSAN NELSON-KNOX

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<http://www.youthfrontiers.org/>



It is the policy of the Nebraska Department of Education not to discriminate on the basis of gender, disability, race, color, religion, marital status, age or national origin in its education programs, administration, policies, employment or other agency programs.

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